

November 19, 2003

Retirement Board  
Public Employee Retirement System



Milliman USA has performed annual actuarial valuations of the Idaho Firefighters' Retirement Fund (FRF) from 1981 through 1988 and biennial valuations from July 1, 1990 to July 1, 2000. Since the July 1, 2001 valuation, actuarial valuations have occurred annually. The next actuarial valuation is scheduled for July 1, 2004.

### Contribution Rates

FRF covers a closed group of firefighters who were hired before October 1, 1980 and who receive benefits in excess of those provided under the Public Employee Retirement System of Idaho (PERSI). The cost of these excess benefits is paid by member contributions, employer contributions, and receipts from a fire insurance premium tax. Employer contributions comprise two elements: 8.65% of the salaries of covered members and an additional rate applied to the salaries of all firefighters of the employer. The additional rate is designed to meet the costs of the Fund not covered by other resources. Idaho Code Section 59-1394 requires the cost of the excess benefits to be retired by the schedule of contributions over a given period of time not to exceed 50 years.

FRF benefits were offset by PERSI benefits effective October 1, 1980. Effective July 1, 1990, all members hired after June 30, 1978 are to receive the same FRF benefits as members hired earlier.

Effective October 1, 1994, the PERSI benefits and contributions were increased. The FRF additional contribution rate to fund the excess benefits was decreased to 15.40% and the total employer contributions for FRF members remained fixed at 35.90% for Class A & B firefighters and 27.25% for Class D firefighters.

The Retirement Board lowered the PERSI contribution rates starting October 31, 1997 and made the reduction permanent as of April 25, 2000. The FRF excess contribution rate was increased to 17.24% since the total employer contributions for FRF members remained fixed at the 35.90% / 27.25% rates.

The Retirement Board raised the PERSI contribution rates, with the first increase effective July 1, 2004 and additional increases effective July 1, 2005 and July 1, 2006; an additional 0.1% contribution was added to provide for a \$100,000 death benefit for duty-related deaths. The FRF excess contribution rate was maintained at 17.24%. The total employer contributions for FRF members will also gradually increase to 37.84% / 29.19% by July 1, 2006 due to the increasing PERSI rates.

### Funding Status

Based on the July 1, 2003 actuarial valuation, the current schedule of contribution rates will amortize the FRF excess benefit costs by October 31, 2019 or 16.3 years from the valuation date. This is greater than the expected amortization period of 15.0 years based on the July 1, 2002 valuation. It is longer than the Fund's original funding goal, which is to amortize the liabilities over 15 years or by June 30, 2018 (40 years from July 1, 1978). The current amortization period is less than the statutory maximum of 50 years.

The amortization of the excess costs was increased by 1.1 years due to an asset loss recognized as of July 1, 2003. Specifically, the Fund's assets earned a gross return before expenses of 3.73% for the 2003 plan year, falling short of the actuarial assumption of 8.00%. All experience gains and losses (including the asset loss) over the year resulted in the amortization period being increased by 1.3 years.

## Assumptions

Our July 1, 2003 actuarial valuation report presented summaries of the actuarial assumptions and methods used in the valuation. The FRF assumptions generally reflect the assumptions used for the PERSI Fire and Police members, but are modified to reflect the characteristics expected of the closed group of FRF members. No assumptions were changed between July 1, 2002 and July 1, 2003. The next major PERSI experience study, to be completed in 2004, will cover the period July 1, 1999 through June 30, 2003.

## Certification Statement

In preparing our actuarial valuation report, we relied, without audit, upon the financial statements prepared by the staff of the System. We also relied upon the member and beneficiary data provided us by the staff. We compared the data for the July 1, 2003 actuarial valuation with corresponding information from the prior valuation and tested for missing or incomplete items, such as birth dates and hire dates. Based on these tests, we believe the data to be sufficient and reliable for the purposes of our calculations. It should be noted that if any data or other information is inaccurate or incomplete, our calculations may need to be revised.

The assumptions and methods used for funding purposes do not meet the parameters set for the disclosures presented in the financial section by Government Accounting Standards Board (GASB) Statement No. 25, *Financial Reporting for Defined Benefit Pension Plans and Note Disclosures for Defined Contribution Plans*. Thus, separate costs were developed and reported for GASB disclosure purposes. We believe the current funding policy is reasonable for a closed group and based on the FRF funding policy prior to 1980. However, it is expected that actual employer contributions will differ from the Annual Required Contribution (ARC) computed for GASB disclosure purposes.

The assumptions used in the actuarial valuations were recommended by us and approved by the Board. The Retirement Board has the final decision regarding the appropriateness of the assumptions. They represent our best estimate of future conditions affecting the Fund, and we believe they are reasonably related to the past experience of the Fund. Nevertheless, the emerging costs of the Fund will vary from those presented in our report to the extent that actual experience differs from that projected by the actuarial assumptions.

The enclosed Exhibits 1 through 9 provide further related information. Milliman USA is completely responsible for these exhibits. Specifically, they are:

Exhibit 1	Summary of Actuarial Assumptions and Methods
Exhibit 2	Schedule of Active Member Valuation Data
Exhibit 3	Schedule of Retiree and Beneficiary Valuation Data
Exhibit 4	Schedule of Funding Progress
Exhibit 5	Solvency Test
Exhibit 6	Analysis of Actuarial Gains or Losses
Exhibit 7	Schedule of Contributions from the Employer and All Other Contributing Entities
Exhibit 8	Contribution Rates as a Percent of Pay
Exhibit 9	Provisions of Governing Law

We, Robert L. Schmidt and Karen I. Steffen, are Consulting Actuaries for Milliman USA. We are members of the American Academy of Actuaries and Fellows of the Society of Actuaries, and meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

Respectfully submitted,

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## Idaho Firefighters' Retirement Fund

### EXHIBIT 1: SUMMARY OF ACTUARIAL ASSUMPTIONS AND METHODS EFFECTIVE JULY 1, 2003

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**1. Investment Return (Adopted July 1, 1992)**

The annual rate of investment return on the assets of the Fund is assumed to be 8.00% (including 0.50% for expenses), compounded annually.

**2. Actuarial Value of Assets (Adopted July 1, 1994)**

All assets are valued at market as of the valuation date.

**3. Actuarial Assumptions**

The actuarial assumptions and methods were adopted by the PERSI Board based upon recommendations from the retained actuary. The actuarial assumptions are based on periodic studies of the PERSI total fund's actual experience.

**4. Service Retirement (Adopted July 1, 1992)**

Annual rates of retirement assumed to occur among persons eligible for a service retirement are illustrated in the following table:

Years Since Becoming Eligible to Retire <sup>(1)</sup>	Age	Probability of Service Retirement
0 - 4	N/A	10.0%
5+	35 - 49	40.0
	50 - 59	40.0
	60	60.0
	61	30.0
	62	65.0
	63	40.0
	64	40.0
	65 - 69	60.0
	70	<i>Immediate retirement is assumed at age 70</i>

*(1) Eligibility occurs after 20 years of service, or attained age 60 with five years of service.*

**5. Mortality (Adopted July 1, 1998)**

The mortality rates used for all members of the fund, active and retired, are from the 1994 Group Annuity Mortality Table for males with no setback. The mortality rates assumed for spouses are from the 1994 Group Annuity Mortality Table for females, set back one year. The mortality rates used for all disabled retired members is the 1983 Railroad Retirement Board Totally Disabled Annuitants Mortality Table with no age adjustment.

**6. Disability Retirement (Adopted July 1, 1996)**

Annual rates assumed for disability retirement are illustrated in the following table:

Age	Duty-Related	Non-Duty-Related
25	.030%	.015%
35	.030	.015
45	.100	.100
55	.400	.400

**7. Other Terminations of Employment (Adopted July 1, 2002)**

Assumed annual rates of termination for persons who are not eligible for service retirement are illustrated below:

Years of Service	Annual Rate
5	8.0%
10	4.0
15	2.5
20	2.0

**8. Future Salaries (Adopted July 1, 2002)**

In general, the total annual rates at which salaries are assumed to increase include 4.75% per year for increases in the general wage level of membership. The general wage level increases are due to inflation and increases in productivity. Due to the closed group and the aging of the membership, the general wage assumption is assumed to adequately cover any additional increases due to promotions and longevity.

**9. Replacement of Terminated Members**

The Firefighters' Retirement Fund is a closed group. No new members are permitted. The total number of firefighters in PERSI (including those hired October 1, 1980 and later) is assumed to remain unchanged from year to year.

**10. Postretirement Benefit Increases (Cost of Living Adjustments)  
(Adopted July 1, 2002)**

FRF benefits are based on paid salary and are assumed to increase at the same rate as the average paid firefighter's salary, or 4.75% per year. For members whose FRF benefits are offset by their PERSI benefits, the PERSI benefits are assumed to have post-retirement benefit increases of 4.00% per year. The assumptions regarding PERSI future post-retirement benefit increases is part of the funding policy for the FRF.

**11. Probability of Marriage**

It is assumed that there is an 85% probability that the member has an eligible spouse. The spouse's age is assumed to be three years younger than the member's.

**12. Fire Insurance Premiums (Adopted July 1, 1998)**

The fire insurance premiums received for the plan year ending June 30, 2003 amounted to \$3,383,388 or approximately 9.14% of all firefighters' covered compensation during the same period. Future fire insurance premiums are expected to provide contributions as a decreasing percentage of compensation, due to the assumption that the firefighters' covered compensation (including Class D members) will increase at the rate of 4.75% per year. This rate was adopted July 1,

2002. Future fire insurance premiums are assumed to increase at a rate of only 2.00% per year. This rate was adopted July 1, 1998.

**13. Actuarial Cost Method (Adopted July 1, 1996) – Funding Policy**

The actuarial present value of future benefits not provided by PERSI, less the actuarial value of the assets and the present value of future statutory contributions for Class A & B members, is amortized as a level percentage of covered compensation, which includes the Class D firefighters. This can be considered a modified aggregate cost method. Contributions under this funding policy are reasonable for a closed group of members but are expected to be less than the GASB reported Annual Required Contribution (ARC).

**14. Actuarial Cost Method (Adopted July 1, 1998) – GASB Disclosures**

For GASB disclosure purposes, costs are determined based on the entry age normal cost method. The actuarial present value of future benefits not provided by PERSI less the present value of future normal costs equals the actuarial accrued liability. The unfunded actuarial accrued liability (UAAL) is equal to the actuarial accrued liability less the actuarial value of the assets. The UAAL is amortized as a level dollar amount over a fixed amortization period. The current amortization period is based on a closed 40-year period from July 1, 1996. The ARC is then the total of the normal cost allocated to the current plan year plus the amortization payment on the UAAL. This assumption was adopted July 1, 1998 but applied retroactively to the July 1, 1996 valuation.

**15. Experience Studies**

The last experience study was for the period July 1, 1997 through June 30, 2001, and reviewed all assumptions except the retirement and disability assumptions, which were studied in 2000. Retirement and disability assumptions will be studied again in 2004 for the period July 1, 1999 through June 30, 2003. Assumptions were adopted and have remained in effect as noted. The FRF assumptions generally reflect the assumptions used for the PERSI Fire and Police members, but are modified to reflect the characteristics expected of the closed group of FRF members.

**16. Recent Changes**

No assumptions were changed between the July 1, 2002 and July 1, 2003 valuations. Contribution rates will be increasing for PERSI, but since the excess contribution rate for firefighter employers will remain constant, this will not have a significant effect on the funding of the FRF plan.

## Idaho Firefighters' Retirement Fund

### EXHIBIT 2: SCHEDULE OF ACTIVE MEMBER VALUATION DATA

Valuation Date July 1	Number	Annual Salaries		Annual Increase in Average
		Total <sup>(1)</sup>	Average	
1988	384	\$ 10,504,000	\$ 27,354	4.6%
1990	343	10,465,000	30,510	5.6
1992	269	9,344,000	34,736	6.7
1994	222	8,702,000	39,198	6.2
1996	194	8,514,433	43,889	5.8
1998	163	7,954,048	48,798	5.4
2000	129	7,174,924	55,620	6.8
2001	103	5,771,086	56,030	0.7
2002	81	4,981,492	61,500	9.8
2003	57	3,750,432	65,797	7.0

*(1) Annualized average salaries for covered members for the 12-month period commencing October 1 of the previous calendar year.*

## Idaho Firefighters' Retirement Fund

### EXHIBIT 3: SCHEDULE OF RETIREE AND BENEFICIARY VALUATION DATA<sup>(1)</sup>

Valuation Date July 1	Number			COLA Increases Granted Previous January 1
	Total	Added	Removed	
1988	309	9	7	3.70%
1990	336	36	9	5.12
1992	367	50	19	4.52
1994	411	50	6	7.15
1996	431	34	14	3.54
1998	482	72	21	5.00
2000	508	43	17	3.33
2001	526	31	13	7.55
2002	558	41	9	1.51
2003	576	27	9	4.41

Valuation Date July 1	Annual Benefits				Increases in Average
	Total <sup>(2)</sup>	Added <sup>(3)</sup>	Removed	Average	
1988	\$ 4,442,037	\$ 178,555	\$ 89,018	\$ 14,376	5.1%
1990	5,576,328	846,681	205,982	16,596	7.4
1992	6,998,946	1,299,940	526,867	19,071	7.2
1994	8,975,984	2,131,836	154,795	21,839	7.0
1996	10,411,707	1,668,685	232,962	24,157	5.2
1998	12,950,197	2,942,954	404,464	26,868	5.5
2000	14,420,361	1,896,872	426,708	28,387	2.8
2001	16,607,752	2,529,792	342,401	31,574	11.2
2002	17,834,237	1,458,868	232,384	31,961	1.2
2003	19,329,902	1,725,487	229,822	33,559	5.0

(1) Information regarding the number of retirees and beneficiaries added to, and removed from, the rolls was not used in the actuarial valuations.

(2) Combined annual benefits from FRF and PERSI. The FRF benefits comprised \$15,250,923 of the 2003 total.

(3) Includes postretirement increases.

## Idaho Firefighters' Retirement Fund

### EXHIBIT 4: SCHEDULE OF FUNDING PROGRESS (all dollar amounts in millions)

Actuarial Valuation Date July 1	Actuarial Value of Assets	Actuarial Accrued Liabilities (AAL) <sup>(1)</sup>	Unfunded Actuarial Accrued Liabilities (UAAL) <sup>(2)</sup>	Funded Ratio	Covered Payroll <sup>(3)</sup>	UAAL as a Percentage of Covered Payroll
1988	\$ 50.8	\$169.6	\$118.8	30.0%	\$14.8	802.7%
1990	71.8	198.6	126.8	36.2	17.0	745.9
1992	87.3	194.5	107.2	44.9	19.7	544.2
1994	100.6	240.4	139.8	41.8	22.6	618.6
1996	132.1	246.7	114.6	53.5	24.6	465.9
1998	179.0	284.0	105.0	63.0	28.0	375.0
2000	217.8	293.4	75.6	74.2	30.8	245.5
2001	200.4	316.2	115.8	63.4	32.9	352.0
2002	181.5	300.3	118.8	60.4	34.4	345.3
2003	182.7	310.7	128.0	58.8	37.0	345.9

- (1) Actuarial present value of future excess benefits less actuarial present value of excess statutory contributions over amounts required by PERSI, for years prior to 1996. For years after 1996, the excess of the actuarial present value of future excess benefits less the present value of future normal cost contributions under the entry age cost method.
- (2) Actuarial accrued liabilities less actuarial value of assets.
- (3) Covered Payroll includes compensation paid to all active firefighters on which excess benefit contributions are calculated. Covered Payroll differs from the Active Member Valuation Payroll shown in Exhibit 2, which is an annualized compensation of only those Class A and Class B members who were active on the actuarial valuation date. For years prior to 1996, Covered Payroll is estimated. See footnote to Exhibit 7.



## Idaho Firefighters' Retirement Fund

**EXHIBIT 5: SOLVENCY TEST**  
(all dollar amounts in millions)

Actuarial Valuation Date	Actuarial Value of Assets	Actuarial Liabilities <sup>(1)</sup> for			Portion of Actuarial Liabilities Covered by Assets		
		(A)	(B)	(C)	(A)	(B)	(C)
		Active Member Contributions	Retirees and Beneficiaries	Active Members (Employer Financed Portion)			
1988	\$ 50.8	\$2.8	\$ 89.5	\$77.3	100.0%	53.6%	0.0%
1990	71.8	2.3	113.1	83.2	100.0	61.5	0.0
1992	87.3	1.8	119.0	86.2	100.0	71.8	0.0
1994	100.6	1.3	171.8	76.8	100.0	57.8	0.0
1996	132.1	1.1	182.5	67.3	100.0	71.8	0.0
1998	179.0	0.9	226.0	60.8	100.0	78.8	0.0
2000	217.8	0.9	239.9	55.0	100.0	90.4	0.0
2001	200.4	0.3	274.5	43.0	100.0	72.9	0.0
2002	181.5	0.2	270.5	30.4	100.0	67.0	0.0
2003	182.7	0.2	289.4	21.5	100.0	63.1	0.0

*(1) Computed based on funding policy methods and assumptions.*

## Idaho Firefighters' Retirement Fund

**Exhibit 6: ANALYSIS OF ACTUARIAL GAINS OR LOSSES\***  
(all dollar amounts in millions)

	(Gain) Loss for Period	
	2001-2002	2002-2003
<b>Investment Income</b>		
Investment income was (greater) smaller than expected.	4.6 years	1.1 years
<b>Contribution Income</b>		
Actual contributions were (greater) smaller than expected.	(0.4)	–
<b>Pay Increases</b>		
Pay increases and COLAs were (smaller) greater than expected.	(1.4)	0.1
<b>Death After Retirement</b>		
Retirees (died younger) lived longer than expected.	–	–
<b>Other</b>		
Miscellaneous (gains) and losses resulting from other causes.	1.2	0.1
<b>Total (Gain) Loss During the Period From Actuarial Experience</b>	4.0 years	1.3 years
<b>Non-Recurring Items</b>		
Changes in actuarial assumptions and benefits caused a (gain) loss.	(3.9)	
<b>Composite (Gain) Loss During the Period</b>	0.1 years	1.3 years

*Note: Effects related to gains are shown in parentheses. Numerical results are expressed as an increase (decrease) in the amortization period of the unfunded present value of FRF excess benefits.*

The experience between the 2001 and 2002 valuations was somewhat unusual in that there were 18 new retired members and one new active member added to the data. According to PERSI, these members were discovered in the recent data cleanup process. Ordinarily, we would not expect new members in a frozen plan such as the FRF plan. The addition of these members comprises most of the loss from other causes shown in the table above for the 2001-2002 period.

## Idaho Firefighters' Retirement Fund

### Exhibit 7: SCHEDULE OF CONTRIBUTIONS FROM THE EMPLOYER AND ALL OTHER CONTRIBUTING ENTITIES (actual dollar amounts)

Fiscal Year Ending	Covered Employee Payroll (1)	Statutory Employer Contributions (2)	Additional Employer Contribution (2)	Insurance Premium Payment from the State	Total Employer Contributions	Annual Required Contribution (ARC) (3)	Percentage of ARC Contributed
1996	\$24,569,440	\$ 810,838	\$ 3,783,694	\$ 2,654,165	\$ 7,248,697	\$ 7,248,697 <sup>(4)</sup>	100.0%
1997	26,671,313	799,570	4,107,381	2,575,053	7,482,004	9,447,790	79.2
1998	27,953,792	717,489	4,648,494	2,634,818	8,000,801	9,447,790	84.7
1999	30,091,784	673,975	5,187,823	2,706,956	8,568,754	8,643,708	99.1
2000	30,830,049	615,335	5,315,101	2,744,153	8,674,589	8,643,708	100.4
2001	32,938,022	583,440	5,678,515	2,964,981	9,226,936	6,265,400	147.3
2002	34,426,786	463,017	5,935,178	3,150,114	9,548,309	9,339,992	102.2
2003	37,005,298	352,350	6,379,713	3,383,388	10,115,451	9,447,664	107.1

- (1) Computed as the dollar amount of the actual employer contribution made as a percentage of payroll divided by the contribution rate, expressed as a percentage of payroll.
- (2) Employer contributions are made as a percentage of actual payroll rather than as a dollar amount. The Statutory Employer FRF contributions in excess of PERSI required contributions are payable only on Class A and Class B active member payroll. The Additional Employer FRF contributions are payable on Class A & B and Class D active member payrolls.
- (3) Starting July 1, 1996, the Annual Required Contributions (ARC) is computed as a dollar amount based on the entry age cost method and future payroll contributions from Class A & B members only. The ARC is computed for GASB reporting purposes only. The actual employer contributions as a percentage of payroll varied from those determined by the actuarial valuation based on the funding policy as shown in Exhibit 8 of this report. Thus, as long as the actual contributions are made as a percentage of payroll under the current funding policy methods and assumptions, as required by the most recent actuarial valuation, the actual dollar amount of the employer contributions will differ from the dollar amount of the Annual Required Contributions (ARC).
- (4) Contributions were based on the July 1, 1994 actuarial valuation and the funding policy methods and assumptions. These do not meet the new GASB requirements. The basis for the ARC was changed July 1, 1996.

## Idaho Firefighters' Retirement Fund

### EXHIBIT 8: CONTRIBUTION RATES AS PERCENT OF PAY

Year <sup>(1)</sup>	State Contributions	Employer Contributions				Total Employer Contributions For Members	
	Fire Insurance Premium Tax <sup>(2)</sup>	PERSI Rate	Statutory FRF Rate	Additional Rate	Social Security	Hired Before 10/1/80 <sup>(3)</sup>	Hired After 9/30/80 <sup>(4)</sup>
Effective Date:	July 1	October 1	January 1	October 1	January 1	October 1	October 1
1988	13.45%	8.89%	8.51%	24.20%	7.51%	41.60%	40.60%
1990	13.00	8.89	8.65	24.20	7.65	41.74	40.74
1992	11.53	9.75	8.65	23.34	7.65	41.74	40.74
1994	11.80	11.85	8.65	15.40	7.65	35.90	34.90
1996	10.88	11.85	8.65	15.40	7.65	35.90	34.90
1998	7.30	10.01	8.65	17.24	7.65	35.90	34.90
2000	7.60	10.01	8.65	17.24	7.65	35.90	34.90
2001	7.10	10.01	8.65	17.24	7.65	35.90	34.90
2002	7.60	10.01	8.65	17.24	7.65	35.90	34.90
2003	7.60	10.11	8.65	17.24	7.65	36.00	35.00

(1) Rates become effective on dates shown in given year. Biennial valuations were performed from 1988 to 2000.

(2) Rate based on previous 12 months of income from previous tax, expressed as a percentage of salaries on the valuation date for years prior to 1996. After 1996 expressed as a percentage of the value of future fire insurance premium taxes over the value of future covered compensation.

(3) PERSI rate plus Statutory FRF rate plus additional rate.

(4) PERSI rate plus additional rate plus Social Security.

## Idaho Firefighters' Retirement Fund

### EXHIBIT 9: PROVISIONS OF GOVERNING LAW

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This exhibit outlines our understanding of the laws governing the Firefighters' Retirement Fund (FRF), compared with the provisions that apply to firefighters of the Public Employee Retirement System of Idaho (PERSI), as contained in Sections 59-1301 through 59-1399 for PERSI and Sections 72-1401 through 72-1472 for FRF, inclusive of the Idaho Code through July 1, 2002. Each currently active firefighter hired before October 1, 1980 is entitled to receive the larger of (a) a benefit based on the FRF provisions, considering all of his service as a firefighter, and (b) a PERSI benefit, based on membership service beginning October 1, 1980 plus prior service rendered before July 1, 1965. Firemen hired October 1, 1980 and later (Class D members) are not entitled to FRF benefits.

In 1990, the law was changed to provide benefits to all members of FRF equally. Prior to the change, members hired after July 1, 1978 and before October 1, 1980 (Class C members) received a lower level of benefits. Class A members are members hired prior to July 1, 1976 who chose Option 1, where contributions are calculated on the basis of statewide average paid firefighter's salary. Benefits are based on the statewide average salary in effect at the date of retirement. Class B members are all Option 2 members hired prior to July 1, 1978, where contributions are calculated on the basis of the individual's annual average salary, but benefits are based on actual pay.

#### Retirement Provisions Affecting Firefighters in Idaho July 1, 2003

	Public Employee Retirement System (Including July 1, 2000 Benefit Changes)	Firefighters' Retirement Fund
<b>Member Contribution Rate</b>	7.21% of salary increasing to 8.53% by July 1, 2006.	11.45% of salary. *
<b>Service Retirement Allowance</b>		
Eligibility	Age 60 with five years of service, including six months of membership service.	20 years of service. **
Amount of Annual Allowance	2.30% of the highest 3.5-year average salary for each year of credited service.	40% of final five-year average salary * plus 5.00% of average salary for each year of service in excess of 20 years.
Maximum Benefit	100% highest three-year average salary.	65% of final five-year average salary. *
Minimum Benefit	For retirement during or prior to 1974, \$72 annual allowance for each year of service, increasing in subsequent years at the rate of cost-of-living increases in retirement allowances.	None.

\* For firefighters employed prior to July 1, 1976 who chose Option 1, contributions are calculated on the basis of the statewide average paid firefighter's salary. Benefits are based on the statewide average salary in effect at the date of retirement.

For firefighters employed prior to July 1, 1976 who chose Option 2, contributions are calculated on the basis of the individual member's average salary, but benefits are based on actual pay.

\*\* Completed years of service. No partial years of service are recognized.

	Public Employee Retirement System	Firefighters' Retirement Fund
<b>Non-Duty Disability Retirement Allowance</b>		
Eligibility	Five years of membership service.	Five years of service. **
Amount of Annual Allowance	Projected service retirement allowance based on accrued service plus service projected to age 60 (projected service is limited to excess of 30 years over accrued service), less any amount payable under workers' compensation law.	2.00% of final five-year average salary* times years of service**, or same as service retirement benefit if eligible.
Normal Form	Temporary annuity to age 60 plus any death benefit.	Payable for firefighter's lifetime, with 100% of benefit continued to eligible surviving spouse or children.
<b>Duty Disability Retirement Allowance</b>		
Eligibility	If hired after July 1, 1993, no service requirement, otherwise same as non-duty disability retirement.	No age or service requirements.
Amount of Annual Allowance	Same as non-duty disability retirement.	65% of final five-year average salary.
Normal Form	Same as non-duty disability retirement.	Same as non-duty disability retirement.
<b>Special Disability Benefit</b>		
Eligibility	Firefighters hired October 1, 1980 and prior to July 1, 1993, with less than 10 years of service.	None.
Benefit	Same as FRF disability benefit.	None.

*\*\* Completed years of service. No partial years of service are recognized.*

	Public Employee Retirement System	Firefighters' Retirement Fund
<b>Death Benefits Before Retirement</b>		
Eligibility	Five years of service for surviving spouse's benefit.	Non-duty death: Five years of service.** Duty death: No service requirement. Benefits are payable to surviving spouse or, if no eligible surviving spouse, to unmarried children under 18.
Amount of Benefit	1. Accumulated contribution with interest, or 2. The surviving spouse of a member with five years of service who dies while: i. contributing; ii. noncontributing, but eligible for benefits; or iii. retired for disability  receives an automatic joint and survivor option applied to the actuarial equivalent of the member's accrued service retirement allowance.	100% of the benefit the firefighter would have received as a duty or non-duty disability allowance, depending on cause of his death.
Normal Form	Payable for member's lifetime, with death benefit determined by option selected at retirement.	Payable for firefighter's lifetime, with 100% of benefit continued to eligible surviving spouse or children.
Optional Form	Actuarial equivalent of the normal form under the options available according to the mortality and interest basis adopted by the Board.	None.
<b>Death Benefits After Retirement</b>		
Eligibility	Designated beneficiary or estate.	Surviving spouse or, if no eligible surviving spouse, unmarried children under 18.
Amount of Benefit	Under the normal form of the retirement allowance, the excess, if any, of the member's accumulated contributions with interest at retirement over all payments received. Otherwise payable according to the option elected.	100% of firefighter's retirement allowance.

*\*\* Completed years of service. No partial years of service are recognized.*

	Public Employee Retirement System	Firefighters' Retirement Fund
<b>Early Retirement Allowance</b>		
Eligibility	Age 50 with five years of service including six months of membership service (contributing members only).	None.
Amount of Allowance	Full accrued service retirement allowance if age plus service equals 80; otherwise, the accrued service retirement allowance reduced by 3.00% for each of the first five years by which the early retirement date precedes the date the member would be eligible to receive his full accrued benefit, and by 5.75% for each additional year.	None.
<b>Vested Retirement Allowance</b>		
Eligibility	Former contribution members with five years of membership service are entitled to receive benefits after attaining age 50.	Firefighters who terminate after five years of service** are entitled to receive benefits beginning at age 60.
Amount of Allowance	Same as early retirement allowance.	2.00% of final five-year average salary times years of service. **
<b>Withdrawal Benefit</b>	Accumulated contributions with interest.	Accumulated contributions with interest.
<b>Postretirement Increases</b>		
Amount of Adjustment	<p>A 1.00% annual postretirement increase is effective each January. An additional postretirement increase of up to 5.00% each year may be authorized by the Board if it finds that the value of the System's assets are no less than its actuarial liabilities, including those created by the additional increase.</p> <p>Increases are based on a cost-of-living factor reflecting the changes in the Consumer Price Index, subject to a maximum total increase of 6.00% in any year.</p>	Benefits increase or decrease by the same percentage by which the average paid firefighter's salary increases or decreases.

*\*\* Completed years of service. No partial years of service are recognized.*